

# Addressing Health Worker Burnout

## Key takeaways from the Surgeon General's Advisory:

### Causes of burnout

Workplace systems cause burnout among health workers, not individuals. There are a range of **societal, cultural, structural, and organizational factors** that contribute to burnout among health workers. Some examples include: excessive workloads, administrative burdens, limited say in scheduling, and lack of organizational support.

### Workforce shortages

Physician demand will continue to grow faster than supply, leading to a shortage of between 54,100 and 139,000 physicians by 2033. The most alarming gaps are expected in primary care and rural communities. (Source: The Association of American Medical Colleges, 2020)

### Differential impacts on health workers

Burnout, resource shortages, and high risk for severe COVID-19 infections have unevenly impacted women and health workers of color. This is due to pre-existing inequities around social determinants of health, exacerbated by the pandemic.

### Health worker burnout harms all of us

If not addressed, the health worker burnout crisis will make it harder for patients to get care when they need it, cause health costs to rise, hinder our ability to prepare for the next public health emergency, and worsen health disparities.



**Office of the  
U.S. Surgeon General**

Read more information and download the advisory at: [surgeongeneral.gov/burnout](https://surgeongeneral.gov/burnout)